

MINUTES

The Faculty Senate met on Thursday November 13, 2025, in Faculty Senate Conference Room French Admin 344B and via Zoom. Sixty-one (61) senators were present, two (2) vacancies with thirty (30) absent, and fifteen (15) non-voting participants. The meeting was called to order by Ken Roberts, Senate Chair, at 4:03 pm

Guest Presentations (30 minutes):

Faculty Affairs Update – Doug Call, Senior Vice Provost

This summary provides an overview of the proposed changes to the WSU Faculty Workload Policy, Faculty Senate presentation.

- Faculty satisfaction surveys (2022 & 2024) revealed low satisfaction with workload recognition and assignments.
- Current policy is only one sentence long, lacking clarity on effort, allocations, and FTE.
- Goal: Increase transparency, equity, and clarity in workload expectations across all faculty tracks.
- Development process included a task force, town halls, and draft guidance documents; policies require approval by deans, VCAAs, and provost.
- Proposed Faculty Manual language introduces eight workload categories: teaching, scholarship, service, clinical practice, extension, librarianship, administration, and other.
- Faculty rights include: clear expectations, no exceeding FTE without negotiated adjustment, minimum scholarship allocation for tenure-track faculty, and ability to buy out courses using grants.
- Accountability measures: workload adjustments after two years of unsatisfactory performance, with explicit guidance required; FTE cannot drop below 50% without formal process.
- Implementation steps: colleges finalize policies, departments define criteria, revised annual review forms, workload tracking in Workday, and upcoming faculty satisfaction survey in spring.

I. Call to Order: 4:03 pm

II. Approval of minutes from October 30, 2025, Faculty Senate meeting ([PDF](#))

Approved by unanimous consent

III. Additions or changes to the agenda

Correction to discussion item #8 (Item #2025.11.13_570_Steering) Proposal to discontinue ~~BFA in Art~~ BA in Hospitality Business Management, WSU Tri-Cities

IV. Updates

A. Remarks by Faculty Senate Executive Committee

1. Faculty Senate Chair –

- Participates in the Academic Strategies and Future Thinkings informational meetings where different units report on their activities. The provost regularly participates and provides updates.
- Spokane campus restructuring of administration is underway. A new position, Senior Vice Provost for Health Sciences, will oversee health sciences organization in Spokane and Pullman.
- Engagement with National Institute for Student Success at Georgia State University. Partnership aims to improve retention rates, especially between freshman and sophomore years. Goal: Increase retention by about 10 percentage points, targeting ~90%. Initial activity includes a stakeholder survey.
- Global campus growth goal is to grow to 15,000 students within 5 years (stretch goal). Current enrollment: ~3,500 students.
- The Holland and Terrell Libraries will pilot three AI tools to assist in searching research literature is planned. Links to these tools are not yet available but expected soon.

2. Immediate Past Chair – *not present, at Board of Regents*

3. Chair Elect – *No update*

4. Executive Secretary – *No update*

B. Legislative affairs – The next major event in legislative affairs is the release of the governor's proposed budget in mid-December for the upcoming legislative session.

- Legislative session timeline:
 1. Starts Monday, January 13, 2026.
 2. It's a short session (even-numbered year), lasting 60 days until mid-March.
- Budget process overview:
 1. State agencies, including higher education institutions, submit requests to the governor's office in late summer.
 2. Governor releases proposed budget in December.
 3. Legislature reviews and modifies the proposal during the session.
 4. Final budget is approved by the governor (or returned in rare cases) in April for the upcoming fiscal year.

C. Board of Regents – *not present, at Board of Regents*

V. Information Items

1. (Item #2025.11.13_567_CRP) Minor Change Bulletin No. 3 (Exhibit [567A](#))

No discussion

Note: Senators are encouraged to bring questions about discussion items to the Senate meeting. You are also welcome to contact committee chairs if they have specific questions that they would like addressed before the Senate meeting. Additionally, senators are encouraged to ask questions about exhibits before items are advanced to action items.

VI. Agenda Items

A. Action Items

1. (Item #2025.10.09_557_FAC) Proposed Updates to *Faculty Manual* on Workload (Exhibits *[557A](#), [557B](#), [557C](#), *[557D](#), *[557E](#))

* *These exhibits are updated documents*

Motion approved; 52 approve, 1 reject

2. Item #2025.10.30_558_GSC) Recommended Approval of the Graduate Certificate in Prevention Science (Exhibits [558A](#), [558B](#))

Motion approved; 58 approve, 0 reject

3. (Item #2025.10.30_559_Steering) Recommendation to Return the University Requirements Petition Subcommittee under the Provost Office (Exhibit [559A](#))

4. **Motion approved; 52 approve, 3 reject**

5. (Item #2025.10.30_561_AAC) Undergraduate and Professional Major Change Bulletin No. 3, Requirements (Exhibit [561A](#))

Motion approved; 54 approve, 0 reject

B. Discussion Items

1. (Item #2025.11.13_562_FAC) Proposed Housekeeping Updates to *Faculty Manual* (Exhibits [562A](#), [562B](#), [562C](#))

Minor editorial corrections, move to action on 12/4 Senate agenda

2. (Item #2025.11.13_563_CRP) Undergraduate and Professional Major Change Bulletin No. 3, Courses (Exhibit [563A](#))

No discussion, move to action on 12/4 Senate agenda

3. (Item #2025.11.13_564_CRP) Professional Health Sciences Major Change Bulletin No. 2, Courses (Exhibit [564A](#))

No discussion, move to action on 12/4 Senate agenda

4. (Item #2025.11.13_565_CRP) Graduate Major Change Bulletin No. 3, Courses (Exhibit [565A](#))

No discussion, move to action on 12/4 Senate agenda



5. (Item #2025.11.13_566_CRP) UCORE Renewals and Changes approved by the UCORE Committee – Bulletin No. 1 (Exhibit [566A](#))
No discussion, move to action on 12/4 Senate agenda
6. (Item #2025.11.13_568_PHSC) Professional Health Sciences Major Change Bulletin No. 1, Requirements (Exhibit [568A](#))
No discussion, move to action on 12/4 Senate agenda
7. (Item #2025.11.13_569_AAC) Undergraduate and Professional Major Change Bulletin No. 4, Requirements (Exhibit [569A](#))
No discussion, move to action on 12/4 Senate agenda
8. (Item #2025.11.13_570_Steering) Proposal to Discontinue BA in Hospitality Business Management , WSU Tri-Cities (Exhibit [570A](#), [570B](#), [570C](#), [570D](#), [570E](#), [570F](#))
No further discussion, move to action on 12/4 Senate agenda as corrected
9. (Item #2025.11.13_572_FAC) Proposed Updates to Faculty Manual II.F regarding Faculty Discipline (Exhibits [572A](#), [572B](#), [572C](#))
Added verbiage to ensure that the person affected by a discipline hearing is consulted on the reassignment of duties. And clarified that the provost is responsible for this decision.
No further discussion, move to action on 12/4 Senate agenda

VII. Constituent Concerns:

None

VIII. Adjournment: 4:27 pm

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